

## I. VACANCY LIST

[illegible]

**WFIE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020– March 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ball State University <a href="https://bsu-csm.symplicity.com/employers/">https://bsu-csm.symplicity.com/employers/</a> 2000 W University Ave, Muncie, IN 47306 (765) 289-1241	N	
2	Eastern Illinois University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
3	Indiana Broadcasters Association <a href="http://www.indianabroadcasters.org/">http://www.indianabroadcasters.org/</a> 580 E Carmel Dr, Carmel, IN 46032 (317) 701-0084	N	
4	Indiana University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
5	Ivy Tech Community College <a href="https://ivytech-csm.symplicity.com/">https://ivytech-csm.symplicity.com/</a> 50 W. Fall Creek Parkway North Drive Indianapolis, IN 46208-5752	N	
6	Purdue University <a href="https://purdue-csm.symplicity.com/employers/">https://purdue-csm.symplicity.com/employers/</a> 610 Purdue Mall, West Lafayette, IN 47907 765) 494-4600	N	
7	University of Missouri-St. Louis <a href="https://employer.gradleaders.com/UMSL/Employers/Login.aspx?jprid=4970">https://employer.gradleaders.com/UMSL/Employers/Login.aspx?jprid=4970</a> 1 University Blvd, St. Louis, MO 63121 (314) 516-5000	N	
8	University of Southern Indiana <a href="https://usi-csm.symplicity.com/employers/">https://usi-csm.symplicity.com/employers/</a> 8600 University Blvd, Evansville, IN 47712 (812) 464-8600	N	
9	Vincennes University <a href="https://vinu-csm.symplicity.com/employers/">https://vinu-csm.symplicity.com/employers/</a> 1000 N 4th St, Vincennes, IN 47591 (812) 888-8888	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	Butler University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
11	DePauw University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
12	Purdue Ft. Wayne <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
13	Indiana State University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
14	Missouri State University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
15	Murray State University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
16	Northwestern University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
17	Southern Illinois University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
18	University of Evansville <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
19	Western Kentucky University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
20	Elmhurst College <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
21	Oral Roberts University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
22	Purdue University Northwest <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
23	St. Cloud State University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
24	St. Olaf College <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
25	Syracuse University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
26	University of Michigan <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
27	University of Indianapolis <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
28	University of Kentucky <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	University of Missouri-Columbia <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
30	Valparaiso University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
31	Winona State University <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	
32	AAF-Greater Evansville aafevv.com <a href="mailto:info@aafevv.org">info@aafevv.org</a> P.O. Box 215, Evansville, IN 47702 812-423-3843	N	
33	WFIE Website Attn: Sarah Glaser <a href="http://www.14news.com">www.14news.com</a> 812-433-3420	N	
34	Gray TV <a href="https://gray.tv/careers">https://gray.tv/careers</a>	N	6
35	WFIE Internal bulletin board posting Attn: Sarah Glaser	N	
36	Medialine <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> <a href="https://medialinetalent.com/">https://medialinetalent.com/</a>	N	
37	TVjobs.com <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>	N	
38	Indeed <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	
39	Current Employee	N	
40	Employee/Client Referral	N	1
41	Other Websites: Station did not post to website identified by Interviewee	N	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			11

**WFIE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 – March 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Diversity, Equity and Inclusion Training	July 9, 2020 – August 6, 2020  Our VP/General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion from Adaway Consulting
<b>2</b>	Virtual College to Career Job Fair -Western Kentucky University	On October 21, 2020 Our News Director participated in Western Kentucky University Virtual College Career Job Fair.
<b>3</b>	Ball State University News Conference	On November 12, 2020 Our New Director participated in Ball State University News Q&A session for students
<b>4</b>	EEO Training	On November 19,2020 Our Office Manager participated in webinar training on the FCC’s EEO rules and regulations provided by Wiley Rein LLP for Gray Television stations
<b>5</b>	University of Kentucky Virtual Career Fair	On February 22, 2021 AM Our News Director participated in University of Kentucky Virtual Career Fair
<b>6</b>	University of Western Kentucky Virtual Job Fair	On February 22, 2021 PM Our News Director participated in University of Western Kentucky Virtual Job Fair.
<b>7</b>	Recruitment Outreach	WFIE airs the following :30 spot approximately 8-12 times monthly: WFIE a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, encourage qualified community organizations to become part of the full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute

		job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to: Sarah Glaser 812-433-3420
--	--	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------